

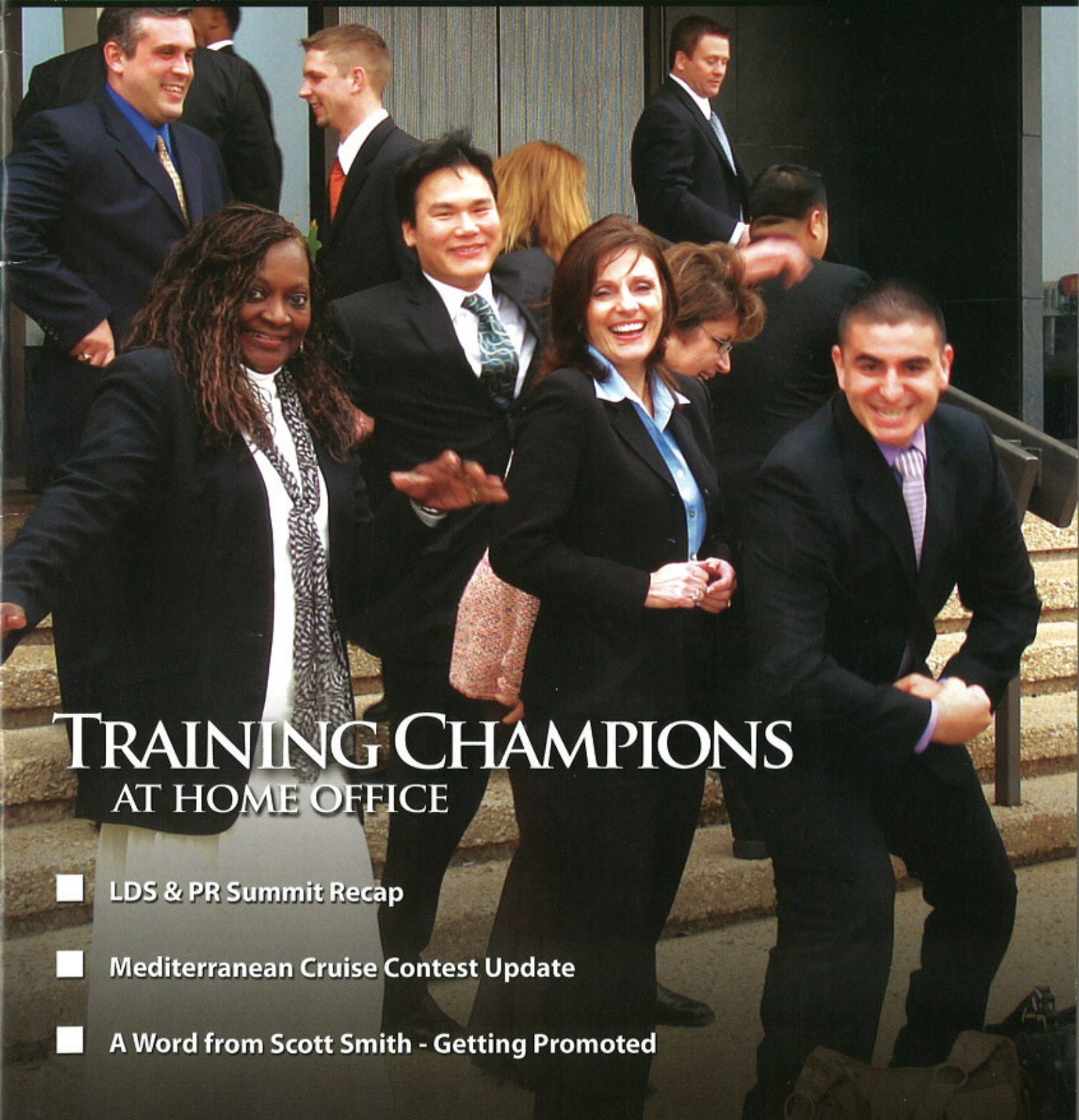


# SPOTLIGHT

MARCH 2007

AMERICAN INCOME LIFE & NATIONAL INCOME LIFE

VOL. 40 NO. 3



## TRAINING CHAMPIONS AT HOME OFFICE

- **LDS & PR Summit Recap**
- **Mediterranean Cruise Contest Update**
- **A Word from Scott Smith - Getting Promoted**



FROM THE DESK OF:

**Roger Smith**

President & CEO  
American Income Life  
& National Income Life

## IN HARMONY

Dottie and I recently celebrated our wedding anniversary, and she surprised me by sending over a barbershop quartet to serenade me for the special occasion.

If you are unfamiliar with a barbershop quartet, allow me to explain. Each of the four singers has his own role: usually, the lead sings the melody, the tenor harmonizes above the melody, the bass sings the lowest harmonizing notes, and the baritone completes the chord. The four parts come together for a beautiful song, without the aid of instruments.

As the four gentlemen expressed their well-wishes for our anniversary — among a crowd at the Home Office — it came to me that the structure of AIL/NILICO is not much different. Each of us have our own part in making this Company complete, and it is only when we work in harmony that we truly succeed.

Our jobs may be slightly more complicated than carrying the melody, but we still have our own individual responsibilities to the whole. The SGAs, the leadership teams, the producers, and the PR Representatives — all have their own place.

The trick is to find the way to work together as one. We have all heard the phrase “there is no ‘I’ in ‘team.’” As much as we encourage you

to strive to the top and participate in a little friendly competition against your peers, in the end, it is the results of the group — whether it is the individual Agencies or AIL/NILICO itself — that determine if we were successful.

Imagine if those singers had come in and each decided to sing a different song. The result would have been total cacophony and a disaster. Instead, they decided and planned as a group, and the Home Office agreed they were amazing.

Talk amongst your whole team at your Agency and make your goals fit with one another. You might be amazed to see how well your individual plans correspond with someone else’s.

On a Company level, speak with your peers and see what methods worked for them. Everyone has their own tricks and tips that others can incorporate into their own routine and better themselves for it.

I know when we all work as one, we can end up making beautiful music together.



### Dates to Remember

**Thursday, Apr. 26, 2007**

All business and PR credits must be at the Home Office to count for April production.

### Total Bonuses Paid Out

This month AIL and NILICO paid a total of \$1,072,788.89 in bonuses. For more information on the monthly bonuses, turn to Pages 9 and 17.

### Required Retention Rate

**Effective Jan. 1, 2007**, to be eligible for bonuses and featured in *Spotlight*, Producers must meet the required Retention or the minimum Net to Gross. Net to Gross varies based on bonus guidelines. The rates listed below are for *Spotlight* recognition only. Net to Gross is used only during the Producer’s first eight months.

Retention:	68%
Net to Gross:	78%

### Look for the Asterisk

The asterisks, shown throughout the magazine, indicate that place will be a year-to-date award winner. The Producers, who will be recognized at the 2008 Awards Presentation, are: the top SGA from each category, the top two PR Managers, the top two PR Representatives from each category, the top RGA, the top five MGAs, the top five GAs, the top SA, and the top ten Individual Producers. You can view the 2008 Convention Qualifications online at [www.aillife.com](http://www.aillife.com) or [www.nilife.com](http://www.nilife.com). *Check your production! If there is an asterisk by your position, you could be on your way to the Westin Rio Mar Beach Golf Resort and Spa in Puerto Rico! The convention will be held May 15-18, 2008.*

### Congratulations are in Order!

**Benham Halali**, a GA with the Jatoft-Foti Agency, achieved \$100,000 of 13-month in force premium.

**Melissa Losk**, a GA with the Geneser-Geneser Agency, achieved \$100,000 of 13-month in force premium.

**Randolph Souliers**, an MGA with the Rick Altig Agency, achieved \$100,000 of 13-month in force premium.

### National Do Not Call Registry

We would like to remind everyone of the National Do Not Call Registry and regulations which became effective Oct. 1, 2003. Established through efforts by the Federal Trade Commission and State officials, the National Do Not Call Registry is a list of telephone numbers from consumers who have indicated their preference not to receive telephone solicitation calls. CAS should be utilized to purge individuals who have registered and requested not to be called. Please be sure your Agency is aware of the law and our Company guidelines for compliance. More information about the DNC registry can be found online at our Agency Resource Center.

### Get Your Materials Approved

Our Company policy requires all material your Agency may be using, if not provided by AIL or NILICO, to be forwarded to our office for review. All lead letters must be approved prior to mailing.

In addition to lead letters, any forms used, presentation, phone scripts, or letters sent to a policyholder regarding AIL or NILICO should be sent to the Home Office first for review. Once we complete the review, we will send your approval confirmation.

## Founder’s Club Outstanding Producers

February 2007

AGENT	SGA	TIMES QUALIFIED	TOTAL NET ALP	N/G ▲	RETENTION
Marinela Achim	Joshua Chalom	1	\$13,185		78.8
Samantha Chui	Williams-Williams	2	17,173		79.1

▲Percentage of Net to Gross



### American Income Life

For over half a century, American Income Life Insurance Company has been meeting union families’ needs. We are a leader in the union insurance market, and are totally committed to meeting the needs of union members through personal one-on-one service and complete Home Office customer support. You can count on AIL to do what it says it will do.

**Home Office**  
254-761-6400

**Web Sites**  
[www.aillife.com](http://www.aillife.com)  
[www.nilife.com](http://www.nilife.com)

**Recruiting Support**  
[www.aillife.com/rms](http://www.aillife.com/rms)  
[www.aillife.com/recruiting](http://www.aillife.com/recruiting)

## SPOTLIGHT

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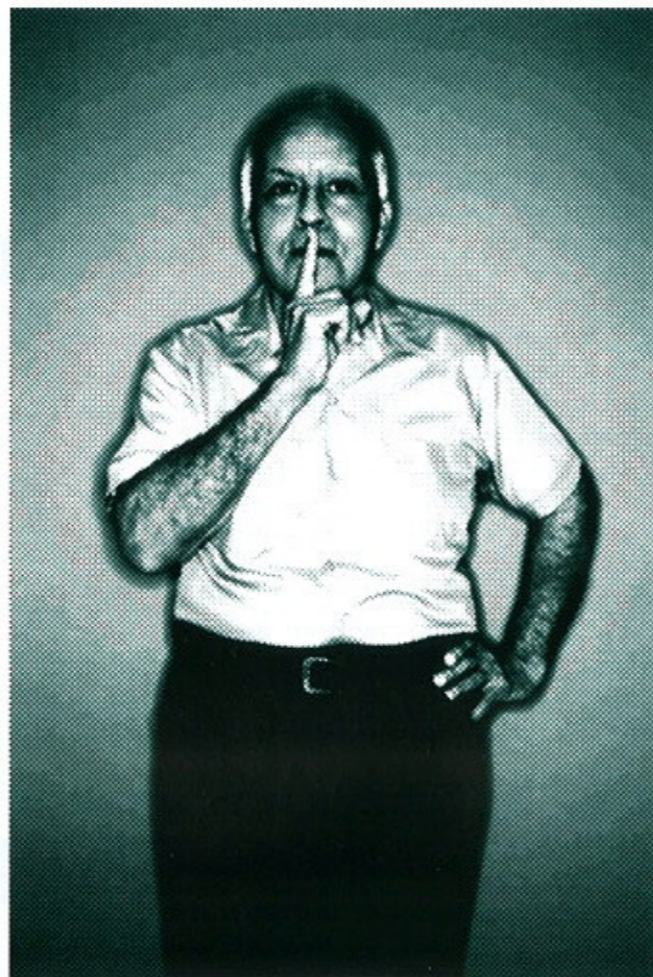
## Protecting Our Policyholders

The protection of our applicant's and policyholder's personal health and financial information is an important topic to make every person in your agency aware of. As a representative for American Income or National Income, you are in contact with this protected information, so it is very important to be familiar with the Company's Privacy Policy. Our privacy policy is posted at both [www.aillife.com](http://www.aillife.com) and [www.nillife.com](http://www.nillife.com). A copy of our Privacy Policy is also included with Home Office correspondence and every policy issued in the U.S. and Canada.

Here are some examples of protected non-public personal information: names, addresses, telephone numbers, bank/financial information, occupation, etc. The privacy laws do not prohibit the normal exchange of information that is necessary in order for an insurer to conduct its normal course of business. In other words, you should supply the Company with the information necessary to issue new business, pay claims, etc. However, even a list of policyholder names and addresses from a CAS database is considered non-public personal information, and disclosure to any non-affiliated third party is prohibited.

Medical information is highly protected. For instance, if you have received medical information about an insured when you completed their application or helped them complete a claim form, you are prohibited from disclosing that information even to their spouse unless the insured has given specific consent that their spouse may receive the information. Never discuss medical/claim information with a fellow Agent or any Home Office employee unless they are involved with Underwriting or the payment of the claim. It is permissible to indicate to a union that we have paid 'so many' claims for 'so many dollars', but you must never disclose any personal information such as we paid 'John Doe' and 'Betty Smith.'

Please be aware that you come in contact daily with protected information. You must be vigilant not to disclose this information in a way which violates privacy laws and should ensure the privacy of the data by shredding all personal data that is discarded. Please be sure and include Privacy Awareness as a part of your training!



*Copied from an e-mail from Pam Miller to the SGA body*

### Promoted to 52.5 Percent Supervising Agent

Jared Andrews	Christopher Campbell	Jack Deyne	Graham Komada
Dean Bauman	Christopher Carter	Adeyemi Finnih	Lorenzo Lameko
Mark Beckford	Craig Cassano	William Gattis	Adam Lerch
David Belk	Kevin Coleman	Jason Green	Justine Limbersapanski
Robert Brannan	Kimberly Cornel	Lee Hostetter	Annette Malveaux
Andrew Brin	Timothy Dawe	Angelo Hunter	
Kevin Butler	Omar DeLaCruz	Kevin Kelly	

### Promoted to 55 Percent Supervising Agent

Jon Davis	Daniel Hobson	Tony Leonard	Paul Samra	Demetrius Young
Angelica Desantos	Glyn Hurst	Juan Macielfigueroa	Julie Sarmiento	
David Garbarskiy	Mark Kearney	Matthew Nereng	Sarah Sweeney	

### Promoted to 57.5 Percent General Agent

Michael Akers	Kyriacos Davis	Barney Lam	Michael Quirk	Craig Strompf
Robert Bingham	Naveen Eapen	Taina Lameko	Rebecca Rushnok	Angel Thompson
Mark Corkrean	Christopher Hankins	Flavio Mendes	Michael Sheets	Anna Vaculikova
Richard Correa	David Kinsella	Josh Pearson	Jeff Stanley	

### Promoted to 60 Percent General Agent

Michael Broker	Curtis Moody	Jhonny Ramirez	Lauren Sims	Linda Voss
Garret Kun	John Mureddu	Carlos Ramos	Manzell Smith	Christopher Wakefield
Mark McClatchey	Danielle Nurmeste	Juan Resendez	Lloyd Sorrell	Stephen Wall
Rene Sanchez	Michelle O'Brien	Stephen Roberts	Bohos Tchavouchian	Jonathan Ward
Rayon Matthews	Michael Pappas	David Scheuermann	Shane Thomas	Matthew Watson
Oscar Mercado	Curtis Proebstel	Trisha Shepherd	Beau Vastine	Christopher Williams

### Promoted to Master General Agent

Ekene Agwuenu	William Chang	Jeffrey Gidlund	Susan Johnston	R Sechovec	Dana Voisine
Roger Beals	Rufat Djangirov	Matthew Gonzales	Heather McIlwraith	Soen Sheppard	Sarah Worobec
David Boshard	Pablo Garcia	Thomas Graham	Joshua Riehl	Shirley Stanback	Marc Younger
David Cardona	Amit Garg	Renee Jeffries	Catherine Ruiz	Emmanuel Villasenor	

### Promoted to Regional General Agent

Todd Engelson	David Melcher	Kelvin McDiarmid	Farhod Shamsiyev
Tony Fox	Mathew MacCannell	Francisco Perez	

### Promoted to State General Agent

Mark Gorman	Carla Miller	Donald Orban
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# Individual Producers



1. Stephen Wall  
Mansfield, MA



2. Steven Stensrud  
Calgary, AB



3. Shoshannah Brenner  
Concord, CA



4. Michael Pappas  
Mansfield, MA



5. Max Quasem  
Los Angeles, CA



6. Jose Lopes  
Framingham, MA



7. Christian Janke  
Salt Lake City, UT



8. Scott Remmey  
Edison, NJ



9. Ruben Soberanes  
Concord, CA



10. Daniel Potilechio  
Woodridge, IL

## February Production

All Time Record to Beat  
Month: \$62,536 Net ALP Zachary Hart

Name	Net ALP	NG <sup>▲</sup>	Rtn	MGA	SGA
1. Stephen Wall	\$25,626	92		Robert Harris	Mat Hart
2. Steven Stensrud	25,012		80.4	Steven Stensrud	Rick Altig
3. Shoshannah Brenner	20,447	100		Alfred Brenner	Jatoft-Foti
4. Michael Pappas	20,061	100		Scott Rehberg	Mat Hart
5. Max Quasem	19,381		83.4	Earnest Loveless	Cohen-Cohen
6. Jose Lopes	18,528		82.8	Melanie Cohen	David Zophin
7. Christian Janke	17,711	88		Anthony Mutter	Altig-Orlovic
8. Scott Remmey	17,573		71.9		Eric Giglione
9. Ruben Soberanes	17,257		69.4	Doreen Ryan-Foti	Jatoft-Foti
10. Daniel Potilechio	17,235		81.7	David Wang	Bob Olson
11. Samantha Chui	17,173		79.1	Samantha Chui	Williams-Williams
12. Shannon Hernandez	17,113	95		Steven Edgell	Altig-Orlovic
13. Jack Eichelberger	16,985	95		Anthony Mutter	Altig-Orlovic
14. Henry Yee	16,799	95		Alfred Brenner	Jatoft-Foti
15. Allan Gilbert	16,299		74.6		Bob Olson
16. Theresa Bellajaro	16,157		86.0	Christopher Clark	Rick Altig
17. Derek Sandilands	15,838		74.0	Derek Sandilands	Rick Altig
18. Bradley Kampmeier	15,637	87		Darren Miller	Joe Manone
19. Michael Dupree	15,441		71.3		Furer-Whittinghill
20. Mark Beckford	15,092	100		Diane Carrion	Eric Giglione

▲ Percentage of Net to Gross

## YTD Production

All Time Record to Beat  
YTD: \$278,449 Net ALP Zachary Hart

Name	Net ALP	NG <sup>▲</sup>	Rtn	MGA	SGA
* 1. Max Quasem	\$44,187		83.4	Earnest Loveless	Cohen-Cohen
* 2. Ran Tian	33,324	85		Harjeet Rana	Imran Satti
* 3. Ruben Soberanes	32,049		69.4	Doreen Ryan-Foti	Jatoft-Foti
* 4. Steven Stensrud	32,029		80.4	Steven Stensrud	Rick Altig
* 5. Samantha Chui	31,923		79.1	Samantha Chui	Williams-Williams
* 6. Marinela Achim	29,431		78.8	David Solomonov	Josh Chalom
* 7. Daniel Potilechio	28,624		81.7	David Wang	Bob Olson
* 8. Shannon Hernandez	27,755	95		Steven Edgell	Altig-Orlovic
* 9. Nadia King	27,741		75.4	Nadia King	Altig-Orlovic
* 10. Jose Lopes	27,235		82.8	Melanie Cohen	David Zophin
11. Frank Jendusa	26,814	86		Rebecca Klebsch	Joe Manone
12. Scott Remmey	26,655		71.9		Eric Giglione
13. Michael VanDelft	26,340	85		Harjeet Rana	Imran Satti
14. Bianca Zaragoza	25,998		77.8	William Myatt	Steve Hartman
15. Stephen Wall	25,626	92		Robert Harris	Mat Hart
16. Stephen Bendure	25,361	82		David Guzman	Surace-Smith
17. Bradley Kampmeier	24,606	87		Darren Miller	Joe Manone
18. Troy Tripp	24,463		70.1	Michael Vasu	Surace-Smith
19. Timothy Cruise	24,417		80.5		Rick Altig
20. Frederico Watkins	24,352	81		Edward Hanna	Tom Williams

▲ Percentage of Net to Gross

# Happy Anniversary!

## Thanks for all you do. Congratulations!

### 25 Years of Service

Gary Bleier

### 24 Years of Service

Malka Arony

### 21 Years of Service

William Verbeten

### 17 Years of Service

Brenda DiSomma  
Kenneth Madden

### 16 Years of Service

Roger Fung  
Kelly McDonald

### 11 Years of Service

Steven Engrav

### 10 Years of Service

David Brister

### 9 Years of Service

Randy Stockley

### 8 Years of Service

Bob Olson

### 7 Years of Service

Rob Hay  
Earnest Loveless

### 6 Years of Service

Jean Brinkmann  
Loren Cardwell  
Scott Florin  
Rebecca Klebsch  
Roger Rovekamp  
Krista Thieme  
Benjamin VanFossen

### 5 Years of Service

John McGrath  
Russ Morris  
Herivelto Pereira  
Brenda Swecker

### 4 Years of Service

Philip Anderson  
Rachel Arenas  
Michael Bromberg  
Melic Fadel  
Omar Hashimi  
Adam Herman  
Adam Kahn  
James Larkin  
Brett Neal  
David Solomonov  
Ronald Trombetta

### 3 Years of Service

Mitchell Duplantis  
Karl Schuckert

### 3 Years of Service Cont.

Iryna Sushkova  
Hovhannes Termartirosian  
Michael Zorn

### 2 Years of Service

Michael Adeshewo  
Corey Carbon  
Marco Chow  
Tony Fox  
James Isip  
David Lisowski  
Amber Madaris  
Felili Maiava  
Clayton Menezes  
Rickie Sasser  
Caleb Smith  
Nicole Winn  
Andrea Yee

### 1 Year of Service

Brian Blair  
James Campbell  
Richard Carter  
Wing Chan  
Kyriacos Davis  
Seth DeLorme  
Hector Dessis  
Timothy Ericson  
Christopher Hankins  
Qiana Harder  
Blanton Harper  
Larhonda Hildebrandt

### 1 Year of Service Cont.

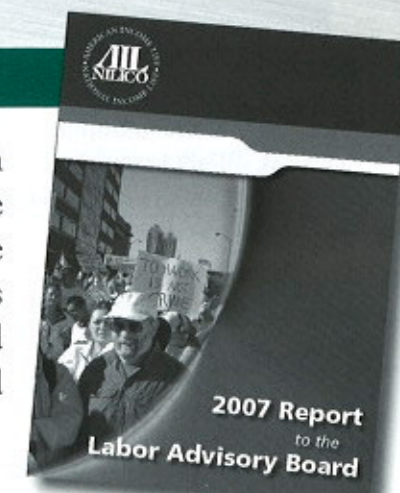
Debra Hurd  
Ronald Imhof  
Renee Jeffries  
DeJervis Jiles  
Terry Kazmierczak  
Josh Killian  
Benson Kim  
John Kritsonis  
Taina Lameko  
William Maruca  
Darcie Matzer  
Denise McDonald  
Joel Michael  
Ryan Nishio  
Alicia Olson  
David Orrico  
Marissa Pascual  
Matt Pflueger  
Greg Prasker  
William Reeves  
Jennifer Scalissi  
Greg Schooley  
Martha Souto  
John Sparby  
Steven Spence  
Bobbie Stokes  
Ryan Sweet  
Shara Valadez  
Sarah Worobec  
Bianca Zaragoza

The **ACTIVITY BOOSTER BONUS** is still going strong, with almost \$56,000 in bonuses paid in February to Agents throughout AIL/NILICO who met the required 30 appointments and \$2,500 ALP for the week. Below are the payouts for each Agency that had qualifying Agents. The Activity Booster Bonus comes to an end on March 31st, so be sure to send in your business today!

Agency Name	Total Bonus	Agency Name	Total Bonus
The John Akers Agency	\$600	The Steve Jakubczak Agency	\$300
The Rick Altig Agency	\$9,500	The Jatoft-Foti Agency	\$7,200
The Altig-Deley Agency	\$1,500	The Bill Jennings Agency	\$100
The Altig-Hay Agency	\$1,300	The Chris LaFond Agency	\$400
The Altig-Lyse Agency	\$400	The Scott Latta Agency	\$300
The Altig-Orlovic Agency	\$4,300	The James Logan Agency	\$100
The Altig-Orlovic-Venekamp Agency	\$1,200	The Joe Manone Agency	\$900
The Altig-Traboulay Agency	\$900	The Marc Morton Agency	\$300
The Slav Bitman Agency	\$2,500	The Eric Neal Agency	\$200
The Gary Bleier Agency	\$100	The AJ O'Connor Agency	\$400
The Josh Chalom Agency	\$2,000	The Durhon Oldham Agency	\$3,400
The DeMario Cooper Agency	\$900	The Bob Olson Agency	\$900
The Joe Diecedue Agency	\$100	The Dave Orrico Agency	\$500
The Roland Fletcher Agency	\$200	The Greg Partee Agency	\$200
The Steve Friedlander Agency	\$400	The TJ Rowell Agency	\$600
The Furer-Whittinghill Agency	\$1,800	The Paul Rumbuc Agency	\$200
The Geneser-Geneser Agency	\$3,100	The Imran Satti Agency	\$1,000
The Steve Greer Agency	\$100	The Surace-Smith Agency	\$2,800
The Fred Hadaya Agency	\$200	The Tom Williams Agency	\$200
The Mark Hancock Agency	\$400	The Williams-Henderson Agency	\$200
The Mat Hart Agency	\$1,200	The Williams-Williams Agency	\$1,100
The Steve Hartman Agency	\$500	The David Zophin Agency	\$200
The Bill Heath Agency	\$700		
The Chris Hernandez Agency	\$400	<b>TOTAL</b>	<b>\$55,800</b>

### 2007 LAB Report — Updated Marketing Tool

The 2007 Report to the Labor Advisory Board (UL-42) has been finalized and is now available through CAS. The previous reports have proven to be an invaluable tool when contacting area locals, and we are certain this year's report will be just as effective. The booklet includes information on our no-cost benefits, our community service efforts, and messages from Roger Smith, LAB Executive Director Jules Pagano, and OPEIU International President Mike Goodwin.



## Supervising Agents



1. Hector Dessis

Rochester, NY



2. Scott Fenton

Rochester, NY



3. Michael Boyer

Troy, MI

All Time Record to Beat  
Month: \$68,050 Net ALP Mary Ann Gaelic

### February Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
1. Hector Dessis	\$32,532	\$41,389	83		Jim Bianchi	Durhon Oldham
2. Scott Fenton	22,089	30,743	93		Matthew Wolfanger	Durhon Oldham
3. Michael Boyer	20,958	30,217	90		Rodney Ward	Paul Rumbuc
4. Ryan Sweet	20,589	26,642	85			Altig-Traboulay
5. Tony Leonard	19,006	24,501	87		Jeremy Welch	Slav Bitman

All Time Record to Beat  
YTD: \$443,893 Net ALP Mary Ann Gaelic

### YTD Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
* 1. Hector Dessis	\$59,502	\$71,676	83		Jim Bianchi	Durhon Oldham
2. Michael Boyer	40,632	55,337	90		Rodney Ward	Paul Rumbuc
3. Brandon Braun	38,535	49,913		76.8	Rodney Ward	Paul Rumbuc
4. Tony Leonard	35,888	43,268	87		Jeremy Welch	Slav Bitman
5. Democratis Pashalidis	34,487	47,855	88		Jim Bianchi	Durhon Oldham

Supervising Agent selection guidelines for recognition in the *Spotlight* are as follows: *Must have one First Year Agent coded and meet all production requirements.*

## General Agents



1. Michael Broker

Rochester, NY



2. Emmanuel Villasenor

Albuquerque, NM



3. Hasheim Jones

Long Island City, NY



4. Bradley Weigand

Cleveland, OH



5. Brian Allt

Halifax, NS

All Time Record to Beat  
Month: \$111,262 Net ALP Eric Neal

### February Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
1. Michael Broker	\$41,153	\$54,064	86		Jim Bianchi	Durhon Oldham
2. Emmanuel Villasenor	31,694	44,484	91		Randy Teyssier	Chris Hernandez
3. Hasheim Jones	29,339	34,957	98		Mitch Duplantis	Marc Rosen
4. Bradley Weigand	29,173	31,786	93		David Guzman	Surace-Smith
5. Brian Allt	27,434	34,009	96		Harjeet Rana	Imran Satti
6. Laurence King	27,322	42,733	84		Jeremy Welch	Slav Bitman
7. Thomas VanOsdol	24,280	29,195		79.1	Jim Bianchi	Durhon Oldham
8. Melissa Losk	22,883	28,427	94		Scott Sonnenberg	Geneser-Geneser
9. Pamela Ladd	22,661	36,311	89		Dorian Oldham	Durhon Oldham
10. Rosa Ngolo-Grubb	21,939	21,858	83		James Bailey	Slav Bitman

All Time Record to Beat  
YTD: \$864,620 Net ALP

### YTD Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
* 1. Michael Broker	\$78,696	\$105,127	86		Jim Bianchi	Durhon Oldham
* 2. Brian Allt	74,042	81,320	96		Harjeet Rana	Imran Satti
* 3. Laurence King	55,321	80,790	84		Jeremy Welch	Slav Bitman
* 4. Bradley Weigand	53,661	60,660	93		David Guzman	Surace-Smith
* 5. Robert Gerdes	52,909	59,747		77.4	Rebecca Klebsch	Joe Manone
6. Hasheim Jones	49,844	59,200	98		Mitch Duplantis	Marc Rosen
7. Emmanuel Villasenor	47,159	80,542	91		Randy Teyssier	Chris Hernandez
8. Pamela Ladd	46,191	72,465	89		Dorian Oldham	Durhon Oldham
9. Thomas VanOsdol	42,284	54,280		70.1	Jim Bianchi	Durhon Oldham
10. Kim Burton	38,087	64,003	85		Simon Arias	Surace-Smith

General Agent selection guidelines for recognition in the *Spotlight* are as follows: *Must have two First Year Agents coded and meet all production requirements.*

# TRAINING CHAMPIONS

## At the PR Summit and LDS in Waco



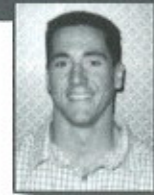
Nothing is more important than giving our field force the training and tools they need to succeed. Each year, various seminars and events give the attendees the opportunity to learn from the very best AIL/NILICO has to offer.

On Jan. 18-20, 2007, PR Reps from across AIL/NILICO fought atrocious weather and flight delays to attend the PR Summit in Waco, Texas. The first day was geared toward training for new PR Reps, including discussions on emerging markets, the Circle of Success, the marketing resources available to them, and PR Reports. The afternoon was dedicated to specialized credit union training, taught by guest speaker Kathy Robinson, Senior Vice President of Legacy Community FCU. The second day included a full day Strategic Account Sales workshop, something never before offered to the PR Reps. This workshop taught and refined various sales skills such as prospecting, getting past the gatekeeper, overcoming objections, getting to "yes" and maintaining an ongoing relationship with our customers. Nobody left without something new to add to their skill set or their knowledge base.

Our most recent Leadership Development Seminar occurred Feb. 6-8, 2007. The future leaders of American Income and National Income joined us at the Home Office in Waco for a week of intense leadership training, led by Senior Vice President of Field Operations, Rob Falvo. Topics at LDS included Recruiting, Emerging Market Leads, RMS, and Quality Business Systems. The most recent contest winner, Harjeet Rana, also returned to receive his award and give his hints and tips on how to succeed as a leader.

The best part of these events is the networking opportunities they provide. The peer-to-peer interaction at both the Summit and LDS is one that cannot be experienced anywhere else.

# Master General Agents



1. Jim Bianchi  
Rochester, NY



2. Harjeet Rana  
Halifax, NS



3. Mitchell Duplantis  
Long Island City, NY



4. Simon Arias  
Cleveland, OH



5. James Palmes  
Riverside, CA

All Time Record to Beat

Month: \$250,859 Net ALP Jim Bianchi

## February Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	tn	SGA
1. Jim Bianchi	\$156,100	\$213,762		71.0	Durhon Oldham
2. Harjeet Rana	73,479	119,064		77.1	Imran Satti
3. Mitchell Duplantis	71,166	72,094	93		Marc Rosen
4. Simon Arias	52,129	79,133	81		Surace-Smith
5. James Palmes	51,254	52,345	86		Torrence Rowell
6. Alfred Brenner	49,492	60,162	94		Jatoft-Foti
7. Joshua Goodman	48,737	65,743		69.0	Bill Jennings
8. Darren Miller	47,008	61,785	92		Joe Manone
9. Laura Fisher	45,834	60,582		70.0	Eric Giglione
10. Rodney Ward	42,320	61,548		75.5	Paul Rumbuc

All Time Record to Beat

YTD: \$2,168,283 Net ALP Paul Rumbuc

## YTD Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	SGA
* 1. Jim Bianchi	\$295,455	\$414,170		71.0	Durhon Oldham
* 2. Simon Arias	177,468	279,606	81		Surace-Smith
* 3. Harjeet Rana	158,940	266,765		77.1	Imran Satti
* 4. Mitchell Duplantis	126,015	127,380	93		Marc Rosen
* 5. James Palmes	96,177	97,899	86		Torrence Rowell
6. Rodney Ward	94,242	129,907		75.5	Paul Rumbuc
7. Maxine Moody	87,493	221,607		68.1	David Zophon
8. Rebecca Klebsch	83,323	113,585		77.5	Joe Manone
9. Arthur Greene	83,194	119,235		68.5	Paul Rumbuc
10. Renee Jeffries	80,791	147,016	86		Surace-Smith

Master General Agent selection guidelines for recognition in the Spotlight are as follows: Must have four First Year Agents coded and meet all production requirements.

# Regional General Agents



1. Jim Bianchi  
Rochester, NY



2. Simon Arias  
Cleveland, OH



3. Zachary Hart  
Mansfield, MA

All Time Record to Beat

Month: \$470,822 Net ALP Jim Bianchi

## February Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	SGA
1. Jim Bianchi	\$250,884	\$466,823		74.6	Durhon Oldham
2. Simon Arias	141,966	230,914	82		Surace-Smith
3. Zachary Hart	120,409	123,985		76.4	Mat Hart
4. Sonny Gurney	111,967	265,229		68.5	Paul Rumbuc
5. Mitchell Duplantis	101,565	103,406	86		Marc Rosen

All Time Record to Beat

YTD: \$4,392,067 Net ALP Jim Bianchi

## YTD Production

Name	1 <sup>st</sup> Six Mo. Agent	Net ALP	NG	Rtn	SGA
* 1. Jim Bianchi	\$473,904	\$961,982		74.6	Durhon Oldham
2. Simon Arias	312,286	522,296	82		Surace-Smith
3. Sonny Gurney	248,277	520,466		68.5	Paul Rumbuc
4. Mitchell Duplantis	185,814	188,325	86		Marc Rosen
5. David Hausman	178,959	350,859		69.7	Eric Giglione



# The Mediterranean CRUISE Contest



Category	Name	% Net ALP Growth	% 1st Six Month STD	% of Code Std	% Average
1	Surace-Smith	114.74	101.73	145.00	120.49
2	Altig-Orlovic	114.73	129.68	135.00	136.47
3	Altig-Hay	208.95	119.87	178.57	169.13
4	Josh Chalom	120.74	55.82	75.00	83.85
5	Bill Heath	148.41	86.39	108.33	114.38
6	Altig-Traboulay	92.14	63.19	75.00	76.78
7 and 8	Marc Rosen		215.20	130.00	172.60

Name	Codes with \$1,000	YTD Net ALP	SGA
Jim Bianchi	22	\$156,376	Durhon Oldham

Name	Codes with \$1,000	YTD Net ALP	SGA
Jim Bianchi	15	\$116,487	Durhon Oldham
Simon Arias	9	59,707	Surace-Smith
Todd Engelson	5	49,308	Alt.-Orl.-Vene.

Name	Codes with \$1,000	YTD Net ALP	SGA
Michael Broker	5	\$29,449	Durhon Oldham
Kim Burton	2	27,260	Surace-Smith
Rosa Ngologrub	4	23,135	Slav Bitman

Name	Codes with \$1,000	YTD Net ALP	SGA
Hector Dessis	3	\$18,496	Durhon Oldham

Name	YTD Net ALP	SGA	Name	YTD Net ALP	SGA
Max Quasem	\$44,187	Cohen-Cohen	Marinela Achim	29,431	Josh Chalom
Ran Tian	33,324	Imran Satti	Daniel Potilechio	28,624	Bob Olson
Ruben Soberanes	32,049	Jatoft-Foti	Shannon Hernandez	27,755	Altig-Orlovic
Steven Stensrud	32,029	Rick Altig	Nadia King	27,741	Altig-Orlovic
Samantha Chui	31,923	Williams-Williams	Jose Lopes	27,235	David Zophin

Class	Name	Cards/Groups	SGA
A	Renee Flannery	5,559 cards	Surace-Smith
B	Denis St. Pierre	6,000 cards	Altig-Lyse
C	Cary Stidham	10 groups	Scott Latta

We're halfway to the deadline for the **Mediterranean Cruise Contest**, and the race is on to receive a spot on the ship! The people listed here are leading their categories, and we want to wish them good luck as we enter the second half of the competition.

The contest deadline is June 30, 2007, so keep up the great work everyone!

## Bonus Page

# \$Show Me the Money\$

### Retention Bonus\*

Qualifier	SGA	Amount
Steven Stensrud	Rick Altig	\$5,517.57
Max Quasem	Cohen-Cohen	\$4,031.86
Jose Lopes	David Zophin	\$3,939.26
Daniel Potilechio	Bob Olson	\$3,560.59
Stephen Wall	Mat Hart	\$3,331.44
Samantha Chui	Williams-Williams	\$3,262.93
Theresa Bellajaro	Rick Altig	\$3,231.41
Allan Munro	Steve Friedlander	\$3,120.77
Benjamin Mancillas	Joe Manone	\$2,952.30
Scott Remmey	Eric Giglione	\$2,811.77

Total Retention Bonus Paid: \$506,726.75

522 Producers Qualified

### PR Bonus\*

Qualifier	SGA	Amount
Denis St. Pierre	Altig-Lyse	\$12,915.13
Renee Flannery	Surace-Smith	\$8,632.50
Jennifer Chetwynd	Imran Satti	\$7,650.00
Kelvin Muggeridge	Steve Friedlander	\$3,168.50
Cynthia Layton	Geneser-Geneser	\$2,889.50
Michelle Wright	Dave Orrico	\$2,732.50
Vivian Dwyer	Altig-Hay/Bitman	\$1,690.00
Daryl Barnett	Rick Altig	\$1,689.25
Elizabeth Farm	Rick Altig	\$1,521.25
George Farenthold	Durhon Oldham	\$1,204.23

Total PR Bonus Paid: \$60,056.14

111 PR Reps Qualified

### MGA Bonus\*

Qualifier	SGA	Amount
Jim Bianchi	Durhon Oldham	\$26,607.26
Harjeet Rana	Imran Satti	\$14,475.30
Mitchell Duplantis	Marc Rosen	\$9,168.05
Zachary Hart	Mat Hart	\$7,908.66
Darren Miller	Joe Manone	\$7,293.57
Alfred Brenner	Jatoft-Foti	\$6,686.84
James Palmes	TJ Rowell	\$6,141.90
David Solomonov	Josh Chalom	\$6,122.04
Scott Rehberg	Mat Hart	\$6,121.75
Robert Harris	Mat Hart	\$6,120.87

Total MGA Bonus Paid: \$264,025.24

103 Managers Qualified

### BR Bonus\*

Qualifier	SGA	Amount
Alfred Brenner	Jatoft-Foti	\$5,428.67
Scott Rehberg	Mat Hart	\$4,756.38
Anthony Mutter	Altig-Orlovic	\$4,510.52
Robert Harris	Mat Hart	\$3,892.90
Darren Miller	Joe Manone	\$2,913.62
Jim Bianchi	Durhon Oldham	\$2,882.68
Elaina Bosco	Tom Williams	\$2,576.89
Roger Beals	Imran Satti	\$2,527.65
Scott Sonnenberg	Geneser-Geneser	\$2,392.53
David Brister	Eric Giglione	\$2,379.13

Total BR Bonus Paid: \$166,795.21

195 Managers Qualified

### Reinstatement Bonus\*

Qualifier	SGA	Amount
Balvino Cardoza	Cohen-Cohen	\$1,454.07
Hank Gordon	Bob Olson	\$1,285.60
Julie Wells	Wes Bangs	\$847.99
Rigoberto Pedroza	Cohen-Cohen	\$838.51
Byron Paz	Josh Chalom	\$790.08
Alla Alexander	Tom Williams	\$778.82
David Jackson	Tom Williams	\$767.86
Anna Vaculikova	Tom Williams	\$716.32
Sami Mogannam	Jatoft-Foti	\$681.05
Darren B. Johnson	Altig-Orlovic	\$503.24

Total Reinstatement Bonus Paid: \$19,385.55

83 Producers Qualified

\* Only the top ten qualifiers in each bonus category are shown. A full list of bonus qualifiers is provided on the inserts accompanying this magazine.

## FEBRUARY CATEGORY I

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Eric Giglione		68.8	\$182,182	\$175,000	104	\$323,662

## FEBRUARY CATEGORY II

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Altig-Orlovic		71.8	\$186,633	\$126,000	148	\$312,045

## FEBRUARY CATEGORY III

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Altig-Hay		69.1	\$108,341	\$89,600	121	\$184,453

## FEBRUARY CATEGORY V

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Slav Bitman		68.7	\$78,251	\$65,000	120	\$112,577

## FEBRUARY CATEGORY VI

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Chris Hernandez		73.4	\$40,884	\$32,000	128	\$69,242

## FEBRUARY CATEGORY VII

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Mat Hart	81		\$120,410	\$44,100	273	\$122,347
Marc Rosen	88		98,054	44,100	222	99,895
Torrence Rowell	85		54,914	44,100	125	56,005
Eric Neal	89		38,696	33,300	116	38,896

## YTD CATEGORY I

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Surace-Smith		72.6	\$379,049	\$372,600	102	\$746,682

## YTD CATEGORY II

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Altig-Orlovic		71.8	\$326,788	\$252,000	130	\$593,332

## YTD CATEGORY III

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Altig-Hay		69.1	\$214,808	\$179,200	120	\$343,973

## YTD CATEGORY V

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Slav Bitman		68.7	\$145,300	\$130,000	112	\$206,085

## YTD CATEGORY VI

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Chris Hernandez		73.4	\$90,750	\$64,000	142	\$159,598

## YTD CATEGORY VII

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Marc Rosen	88		\$189,809	\$88,200	215	\$192,320
Mat Hart	81		174,989	88,200	198	220,132
Torrence Rowell	85		96,497	88,200	109	98,005
Eric Neal	89		69,764	66,600	105	70,867

## PR Manager



Debbie Enstedt  
Winnipeg, MB

## Category A:



Renee Flannery  
Cleveland, OH



Jennifer Chetwynd  
Halifax, NS

## Category B:



Denis St-Pierre  
St. Laurent, QC



Paul Winslow  
St. Louis, MO

## Category C:



Jerry Hartnett  
Columbus, OH



Richard Case  
N. Royalton, OH

## February Production

PR Manager	No. Cards	SGA
1. Debbie Enstedt	14,308	Rick Altig
2. Malka Arony	7,952	HO LA/Hartman
3. Richard Case	6,322	Surace-Smith

### All Time PR Card Production Record

Month: 18,960 cards

Category A	No. Cards	SGA
1. Renee Flannery	5,532	Surace-Smith
2. Jennifer Chetwynd	4,850	Imran Satti
3. Malka Arony	3,265	HO LA/Hartman
4. Brenda DiSomma	2,229	Eric Giglione
5. Darrell Dorey	1,452	Imran Satti

Category B	No. Cards	SGA
1. Denis St-Pierre	5,936	Altig-Lyse
2. Paul Winslow	2,798	HO St. Louis
3. Catherine Briggie	2,575	Steve Hartman
4. Laurie Onasch	2,211	Manone/Altig
5. Kelvin Muggerridge	2,029	Steve Friedlander

### All Time PR Group Production Record

Month: 55 groups Vivian Dwyer

Category C	Groups	SGA
1. Jerry Hartnett	9	Marc Morton
2. Richard Case	8	Surace-Smith
3. Kenneth Altizer	7	Marc Morton
4. Billy Sauers	5	Williams-Henderson
5. John Wagner	3	Steve Jakubczak

## YTD Production

PR Manager	No. Cards	SGA
*1. Debbie Enstedt	28,720	Rick Altig
*2. Malka Arony	12,678	HO LA/Hartman
3. Richard Case	7,273	Surace-Smith

### All Time PR Card Production Record

YTD: 61,879 cards Denise Bowyer

Category A	No. Cards	SGA
*1. Renee Flannery	5,620	Surace-Smith
*2. Jennifer Chetwynd	5,335	Imran Satti
3. Brenda DiSomma	5,311	Eric Giglione
4. Malka Arony	4,963	HO LA/Hartman
5. Daryl Barnett	4,757	Rick Altig

Category B	No. Cards	SGA
*1. Denis St-Pierre	6,062	Altig-Lyse
*2. Vivian Dwyer	4,226	Altig-Hay/Bitman
3. Kelvin Muggerridge	3,529	Steve Friedlander
4. Paul Winslow	3,370	HO PR St. Louis
5. Al Wall	3,318	Joshua Chalom

### All Time PR Group Production Record

YTD: 136 groups Kenneth Altizer

Category C	Groups	SGA
*1. Kenneth Lett	17	Greg Partee
*2. Jerry Hartnett	14	Marc Morton
3. John Wagner	13	Steve Jakubczak
4. Richard Case	13	Surace-Smith
5. Kenneth Altizer	10	Marc Morton

Category A = SGA categories one and two. Category B = SGA categories three, four, five, six, seven, and eight. Category C = Top number of group credits signed from all SGA categories. Public Relations Manager selection guidelines for recognition in the *Spotlight* are as follows: *Must have two PR Representatives coded and meet all production requirements.* Also, please note, the number of leads will be used to break a tie in Category C.

## MONETARY DONATIONS

### American Income & National Income

- Contributed \$25,000 to *American Rights at Work*.
- Donated \$5,000 to the *Metro Washington Council* to sponsor the *DC Labor Film Fest*.
- Presented \$20,000 to the Empire State College Foundation — Bahr Scholarship.

### The Rick Altig Agency

- Donated \$2,000 to *AFSCME 75* for their toy drive and conference.
- Gave \$750 to *WSCFF* for their annual fund raiser.
- Donated \$350 to the *Murray Area Chamber of Commerce* for an annual renewal.
- Contributed \$250 to the *SD VFW* as an annual scholarship program donation.
- Presented \$2,500 to *BCGEU* for a scholarship fund.
- Gave \$500 to *MFL* for the *May Works Festival*.
- Donated \$320 to the *Canadian 5 Pin Bowling Association* for a full page ad in their program book.
- Contributed \$1,842.70 to *Teamsters 995* for their annual golf tournament.
- Donated \$200 to *CEP 105* to help a member's son going through cancer treatment.
- Gave \$200 to *Sheetmetal Workers Local 540* for strike relief.
- Presented \$954 to the *Schofield Federal Credit Union* for meeting donations and their golf tournament.
- Contributed \$500 to the *Healthcare Plus Federal Credit Union* for a scholarship.
- Donated \$1,000 to the *Carpenters Regional Council* for a scholarship.
- Gave \$400 to *The Baby Day Expo* for a Child Safe presentation.
- Donated \$410 to the *Hawaii Credit Union League* for convention registration and their golf tournament.
- Contributed \$300 to the *Leabi FCU* as a meeting donation.

### The Mark Hancock Agency

- Contributed \$100 to *Fire Fighters Local 416's Survive Alive* program for children.
- Donated \$1,000 to the *IUE District Scholarship Fund*.

### The Jatoft-Foti Agency

- Gave \$2,500 to *Instituto Laboral De La Raza* for their Labor Awards Dinner.
- Donated \$251.21 to *People Helping People* for their *Black and White Ball*.
- Gave \$242.32 to the *Mt. Diablo Chapter* for the chapter meeting and prizes.
- Contributed \$70 to the *Napa-Solano Building Trades Council* for tickets to their crab feed.
- Donated \$300 to *BAC Local 3* for tickets and raffle prizes.
- Presented \$350 to the *Stanislaus County Democratic Club* for their crab feed.
- Gave \$500 to the *Merced-Mariposa CLC* for the *18th Annual Union Yes Dinner*.
- Contributed \$411.25 to the *East Bay Chapter* for Vendor Night and a door prize.
- Donated \$182.32 to the *Sequoia Chapter* for chapter meeting dues and a door prize.
- Gave \$650 to the *Fresno-Madera CLC* to sponsor lunch for the Central Valley Retreat.
- Presented \$500 to *Teamsters Local 601* for their scholarship program.
- Contributed \$280 to *Birds Landing Hunting Preserve* for a OSCC raffle prize.
- Donated \$70 to *Sheetmetal Workers Local 162* for their crab feed.
- Gave \$60 to *Iron Workers Local 790* for their crab feed.
- Presented \$45 to the Santa Clara Chapter for the league dinner.

**Total \$49,988.80**

## OTHER DONATIONS

### The Mark Hancock Agency

- Donated 20 boxes of food to the *Central Indiana Labor Council*.

Submit your contributions monthly via e-mail to [dyannazzo@ailife.com](mailto:dyannazzo@ailife.com).



FROM THE DESK OF:

**Scott Smith**

*Executive Vice President*

## SO, YOU WANT A PROMOTION?

Almost everyone asks themselves how they can get ahead in their careers. If you are in the minority who do not want a promotion, then this is not the article for you.

There are basically five ways to get promoted. The four listed below are standards for almost every situation:

- **Work hard.** Top producers are almost always the logical choice for the next promotion. As a top producer, you have established yourself as someone worthy of the job, and no one should be surprised when you're the boss' choice for the next promotion.
- **Make a single outstanding contribution** so great the company must reward you for it. At American Income and National Income, an innovative presentation or script developed and forwarded to the whole company would make a tremendous impact and would definitely put you on the radar for a promotion.
- **Grab the shirttails of a superstar** and have them pull you up the ladder behind them. Be their right-hand person. They will take you on their journey, and you will likely get their position after they leave as a promotion by default.
- **Be in the right place at the right time.** This method requires a little more skill than it infers. Spot where the next opening will occur and make yourself available. However, acknowledge this method also needs luck!

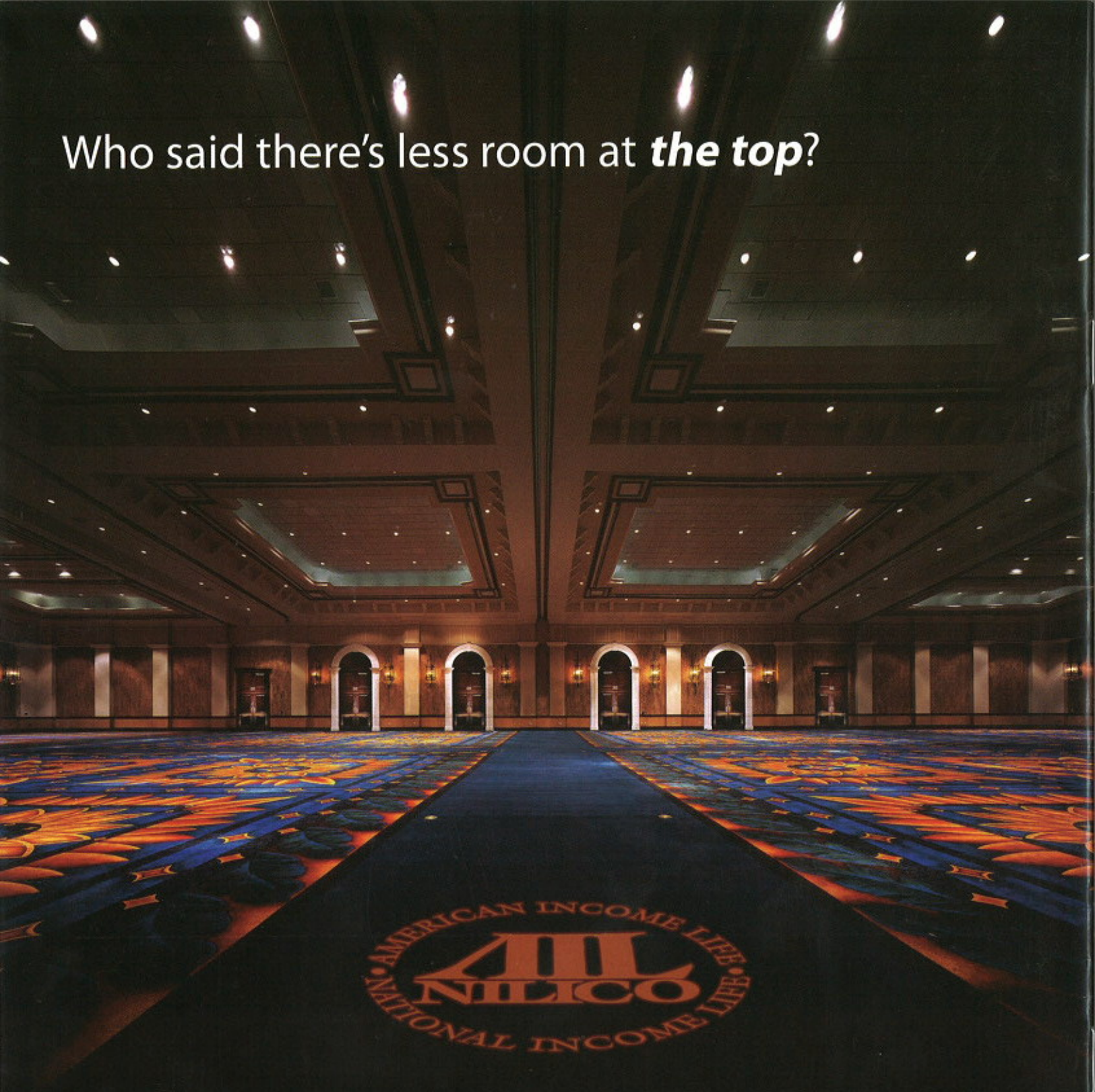
In all four of the scenarios listed just now, one thing is key: be sure the decision-makers relative to the promotion know you want to be a candidate. In fact, it is a logical first step. Go to your supervisors and let them know what career track you want. Keep this analogy in mind — it is easier to get the train to the station if the conductor knows the route.

Now, let me give you the fifth and last path to promotion. This method has two options, both specific to AIL/NILICO.

- Go to your SGA and say you want to be an MGA and specialize in non-union leads, such as discount cards, Globe leads, etc. Express you are willing to build a team around this specific lead type. Your request will get real consideration if you are willing to commit.
- Go to your SGA and request permission to open your own office. Vocalize your willingness to relocate if necessary. Take the management fast track and learn to recruit. Be the best leader!

I can make you a promise. If you focus on any of the first four tactics I illustrated, you will receive a promotion before the end of 2007. Give the fifth method a try, however, and I will bet you can achieve your dreams of promotion twice as fast.

Who said there's less room at ***the top?***



The spacious *Ballroom* at The Westin Rio Mar Beach Golf Resort & Spa in Puerto Rico - location for Convention in 2008

**Top Producers - get ready for Convention**

**May 15-18, 2008**

**RIGHT  
NOW**

For complete Convention Qualifications, go to  
[www.aillife.com/Agency/Spotlight/maingtl.htm](http://www.aillife.com/Agency/Spotlight/maingtl.htm)



# Public Relations Bonus

Denis St. Pierre	\$12,915.13
Renee Flannery	\$8,632.50
Jennifer Chetwynd	\$7,650.00
Kelvin Muggeridge	\$3,168.50
Cynthia Layton	\$2,889.50
Michelle Wright	\$2,732.50
Vivian Dwyer	\$1,690.00
Daryl Barnett	\$1,689.25
Elizabeth Farm	\$1,521.25
George Farenthold	\$1,204.23
Jerry Hartnett	\$896.00
Susan Cooksey	\$807.00
Heather Cowdrey-Murch	\$795.48
Shannon Walker	\$657.75
Larry Lozano	\$653.64
Jenny Williams	\$610.50
Robin Andrade	\$554.00
Malka Arony	\$533.04
Linda Melton	\$486.00
Kenneth Altizer	\$469.50
Anna Zakharova	\$435.00
Ken Lett	\$435.00
Laurie Onasch	\$433.50
Paul Winslow	\$430.50
Marilyn Gonzalez	\$423.75
Jenny Steward	\$414.00
Casandra Robinson	\$387.00
Sandra Johnson	\$365.50
Dorit Frank-Nadav	\$346.50
Brenda Swecker	\$294.22
Rona Pileggi Spano	\$278.28
Alaina Latinsky	\$255.00
Brenda DiSomma	\$242.50
Al Wall	\$240.05
Darrell Dorey	\$211.50
Catherine Briggie	\$180.75
Charlsie Charlson	\$174.00
Irene Rurycz	\$172.50
Kathleen Loughran	\$172.38
Richard Case	\$170.00
Richard Suarato	\$168.38
Timothy Farr	\$167.50
Susan Fuldauer	\$160.50
Pater Nielsen	\$153.50
Deborah French-Gorman	\$153.00
Mary Hinterberger	\$143.25
Manon Brulotte	\$135.38
Brett Hulme	\$132.00
Lou Nell Busby	\$126.00
Thomas Schrader	\$117.00
Holly DiChiaro	\$106.50
John Wagner	\$103.50
Megan Burke	\$100.50

Brett Neal	\$96.00
Sue Akers	\$93.00
Mark Gagliardi	\$93.00
Susan Reagan	\$89.76
Bill Verbeten	\$87.00
Joseph Westfall	\$81.00
Bob Dailey	\$78.51
Paul Straubel	\$76.50
Mario Soljan	\$76.00
Christina Diaz	\$70.50
Cary Stidham	\$60.00
Charles Hill	\$54.57
Germou Johnson	\$52.50
Becky Cutler	\$51.00
Erica Dalager	\$48.36
Frances Christie	\$47.50
William Sauers	\$43.00
Amelia Nanez-Gonzales	\$40.50
Leo VanDenBussche	\$39.52
Denise McDonald	\$39.00
Tracie Uemura	\$37.50
Sara Thrailkille	\$35.25
Randy Stockley	\$33.00
Barbara Knight	\$21.00
Nadine Boudreault	\$20.25
Jacqueline deVooght	\$18.75
Cheryl Cook	\$18.75
Timothy Gray	\$16.50
Suzanne Powers	\$15.00
Robyn Ferraro	\$12.00
Marilyn Kohlhase	\$12.00
Carrie Ho	\$11.25
Susan Richards	\$10.50

JANUARY  
**FEBRUARY**  
 MARCH  
 APRIL  
 MAY  
 JUNE  
 JULY  
 AUGUST  
 SEPTEMBER  
 OCTOBER  
 NOVEMBER  
 DECEMBER

## Total \$60,056.14



## February Bonus Qualifiers

Jim Bianchi	\$26,607.26	Rachel Buser	\$2,416.81	Richard Flores	\$672.70
Harjeet Rana	\$14,475.30	Samuel Cohen	\$2,399.94	Dejuan Weatherall	\$664.42
Mitchell Duplantis	\$9,168.05	Mark Gorman	\$2,367.49	Rick Mansfield	\$660.01
Zachary Hart	\$7,908.66	Richard Refano	\$2,318.16	Corey Carbon	\$634.02
Darren Miller	\$7,293.57	Joshua Harris	\$2,308.18	Preston Foster	\$624.78
Alfred Brenner	\$6,686.84	Diane Carrion	\$2,263.86	Nathan Snider	\$560.33
James Palmes	\$6,141.90	Patrick Duray	\$2,255.24	Ryan Nishio	\$538.24
David Solomonov	\$6,122.04	Curt Snow	\$2,101.34	Steven Strong	\$523.94
Scott Rehberg	\$6,121.75	David Hausman	\$1,944.20	Kelvin Mcdiarmid	\$485.72
Robert Harris	\$6,120.87	Megan Olson	\$1,826.18	Charles Vance	\$468.40
Matthew Melhorn	\$5,996.72	Rebecca Klebsch	\$1,777.36	Troy Plummer	\$459.05
Matthew Wolfanger	\$5,624.42	Elaina Bosco	\$1,691.17	Brian Luloff	\$458.25
Randy Teyssier	\$5,582.25	Christopher Stephens	\$1,687.31	John Derosier	\$412.51
Rodney Ward	\$5,185.97	Moswen Taylor	\$1,683.86	Farhod Shamsiyev	\$408.41
Simon Arias	\$5,140.36	William Reeves	\$1,559.27	Patrick Fowler	\$397.70
Steven Dichiaro	\$4,855.27	Sorana Blackfoot	\$1,530.79	Glenn Vandesande	\$385.15
Joshua Goodman	\$4,597.58	Susan Schreiber	\$1,499.65	Susan Johnston	\$383.83
Steven Engrav	\$4,412.45	David Lamb	\$1,475.42	Nicole Winn	\$369.09
Joseph Szygiel	\$4,309.45	Jason Mayer	\$1,412.73	Brian Waller	\$364.71
David Guzman	\$4,202.08	Steven Edgell	\$1,283.52	Diana McNair	\$362.86
Cheryl Foti	\$4,052.74	Jason Young	\$1,269.36	Marc Younger	\$354.86
Laura Fisher	\$3,966.33	Sonny Gurney	\$1,209.54	John Mcgrath	\$344.83
James Bailey	\$3,828.64	Krista Thieme	\$1,178.95	Bonnie Williams	\$328.45
Travis Moody	\$3,606.95	Justin Oldham	\$1,005.96	Jim Read	\$325.78
Robert Hamilton	\$3,408.08	Joshua Riehl	\$957.55	Rachel Arenas	\$324.97
Maxine Moody	\$3,299.40	Phillip Lacross	\$922.61	Roger Johnson	\$289.10
Nicholas Zangardi	\$3,250.64	Matthew Ho	\$920.53	Tim Schroeder	\$273.32
Michael Zorn	\$3,198.71	Roger Fung	\$887.38	Susanne Munro	\$228.18
Arthur Greene	\$3,095.03	Nadia King	\$857.85	Maijargal Sukhbaatar	\$218.09
Renee Jeffries	\$3,075.91	Russell Chang	\$829.76	John McCreary	\$153.49
Michael Vasu	\$3,075.22	Philip Prata	\$823.99	Rajk Padmawar	\$111.12
Paulo Rosa	\$3,040.88	Alla Alexander	\$822.49		
David Wang	\$2,980.74	Robert Shafer	\$734.16		
Noe Gonzales	\$2,967.68	Kelly Pascal	\$710.71		
Greg Prasker	\$2,903.77	Preeti Sahgal	\$703.37		
Justin Smith	\$2,613.09	Bill Hayer	\$685.64		

**Total \$264,025.24**

# BR Bonus

## February Bonus Qualifiers

Qualifier	Bonus
Alfred Brenner	\$5,428.67
Scott Rehberg	\$4,756.38
Anthony Mutter	\$4,510.52
Robert Harris	\$3,892.90
Darren Miller	\$2,913.62
Jim Bianchi	\$2,882.68
Elaina Bosco	\$2,576.89
Roger Beals	\$2,527.65
Scott Sonnenberg	\$2,392.53
David Brister	\$2,379.13
Hector Dessis	\$2,359.39
Steven Edgell	\$2,345.87
Michael Broker	\$2,338.95
Diane Carrion	\$2,080.32
Brett Gryska	\$2,059.29
Stefanos LeBrasseur	\$1,921.90
Robert Hamilton	\$1,900.80
Daniel Armstrong	\$1,800.32
Rory Crockford	\$1,708.28
Scott Fenton	\$1,703.78
Zachary Hart	\$1,630.13
Robert Bingham	\$1,610.60
Joshua Harris	\$1,605.73
Phillip Lacross	\$1,599.19
Hasheim Jones	\$1,593.29
Ryan Sweet	\$1,579.19
Brian Allt	\$1,548.97
Alla Alexander	\$1,524.15
Sarah Sweeney	\$1,468.72
Rachel Buser	\$1,462.90
Patrick Duray	\$1,458.74
Joseph Henderson	\$1,441.82
Katherine Miller	\$1,417.31
Dawn McElwain	\$1,415.00
Scott Abrams	\$1,360.33
Grant Johnson	\$1,350.59
Leon Thompson	\$1,298.77
Democratis Pashalidis	\$1,298.45
Raymond Risucci	\$1,268.50
Robert Shafer	\$1,262.60
Taina Lameko	\$1,260.49
Grant Wahlig	\$1,247.44
Mary Balista	\$1,239.85
Laura Fisher	\$1,223.72
Alex Gonzales	\$1,217.36
David Lamb	\$1,214.06
Jason Harris	\$1,155.22
Mitch Duplantis	\$1,135.65
Brandon Braun	\$1,135.49
Michael Vasu	\$1,091.42
Erik Graham	\$1,089.99

Qualifier	Bonus
Dale Kuntz	\$1,069.98
Mickenzie Linse	\$1,063.90
Theresa Romano	\$1,044.13
Preeti Sahgal	\$1,031.62
Cheryl Foti	\$1,019.44
Bradley Weigand	\$1,005.23
Melissa Losk	\$998.83
Marissa Pascual	\$995.00
Gerardo Puerto	\$990.17
Raymond Osborne	\$983.24
Matthew Ho	\$975.52
Thomas VanOsdol	\$975.16
Justin Oldham	\$947.84
Nishan Amarasuriya	\$932.74
Mark Corkrean	\$922.45
Walter Durant	\$893.16
London Burnett	\$876.47
Matthew Gonzales	\$870.39
James Palmes	\$861.37
Matthew Willrodt	\$854.86
Jason Young	\$846.24
Tracy Haden	\$846.04
Rene Sanchez	\$845.36
Richard Barbour	\$833.18
Robert Kanaan	\$833.18
Michael Mandella	\$831.36
Charlie Reeves	\$829.34
John Collins	\$825.55
Wayne Fader	\$814.57
Michael Laramie	\$814.37
Tony Leonard	\$811.27
Edwin Menzies	\$800.83
Gabriel Feldmann	\$799.70
Nadia King	\$753.34
Maxine Moody	\$683.94
Bryan Millar	\$682.80
Paulo Rosa	\$661.90
Shiwa Hollingsworth	\$658.72
Edward Hanna	\$637.88
Curt Snow	\$630.85
David Ackerman	\$627.69
Ronald Gurney	\$623.19
Mathew Mealey	\$616.06
Nathan Snider	\$597.69
Michael Forcier	\$591.19
Tejal Patel	\$584.51
Cynthia Sittig	\$584.10
David Guzman	\$583.09
Vann Durham	\$580.55
Travis Moody	\$576.47
Ryan Nishio	\$574.12

Qualifier	Bonus
Emmanuel Villasenor	\$572.94
Michael Zorn	\$571.92
Travis Nadeau	\$571.89
Robert Gerdes	\$566.65
Moswen Taylor	\$561.28
Diego Arangopuerta	\$557.39
Alex Kae	\$553.16
Matthew Nereng	\$548.35
Richard Correa	\$526.87
David Goodman	\$495.95
Daniel Strader	\$454.55
Merridy Devorce	\$440.06
Patrick Coughlin	\$418.72
Bradley Pleasant	\$417.43
Karl Schuckert	\$417.00
Mark Bleier	\$413.93
Jason Ryan	\$413.17
Marinela Achim	\$410.29
Karen McQuoid	\$406.56
James Brenneis	\$404.54
Kyriacos Davis	\$403.11
James Alders	\$399.67
Matthew Kernan	\$396.58
Kouassi Appiah	\$394.47
Earnest Loweless	\$393.74
Jacob Lewis	\$393.42
Rebecca Rushnok	\$392.76
Sorana Blackfoot	\$371.46
Wes Elder	\$365.81
Mark Hartelius	\$338.32
Marino Baca	\$324.05
Kelvin McDiarmid	\$323.81
Jason Dickson	\$322.27
Carl Latacz	\$313.73
David Kinsella	\$312.02
Sean Hall	\$311.35
Monique Worotny	\$311.19
Salvatore Giacchi	\$310.09
Troy Tripp	\$308.57
Andrew Bishop	\$307.11
Timothy Clark	\$306.09
Michael Kaye	\$306.03
Matthew Davison	\$304.18
Jonathan VanHorn	\$303.49
Kim Burton	\$301.79
Stephen Bendure	\$299.20
Josh Killian	\$296.62
Ronald Friedlander	\$295.86
Alicia Olson	\$288.98
Todd Sahn	\$286.61
Steven Strong	\$282.83

Qualifier	Bonus
Stefan Johannsson	\$282.04
Janelle Davis	\$281.45
Justine Limbersapanski	\$281.00
Gershon Klein	\$273.22
Farhod Shamsiyev	\$272.27
Sandi Babcock	\$268.39
Patrick Fowler	\$265.13
David Baum	\$263.36
Ted Corriveau	\$262.51
Michael Boyer	\$257.75
Richard Refano	\$257.32
Susan Johnston	\$255.88
Joseph Salutric	\$254.35
Dennis Titcombe	\$254.27
Benjamin Eggen	\$250.06
Joseph Coarsey	\$223.22
Scott Mellgren	\$198.43
Rafique Harris	\$198.28
Nicole Winn	\$196.85
Diana McNair	\$193.52
Roger Fung	\$189.31
Marc Younger	\$189.26
Rosa Ngologrubb	\$188.90
Keith Houske	\$183.08
Matthew Houston	\$182.84
Richard Flores	\$179.39
Brian Liu	\$177.26
Dejuan Weatherall	\$177.18
LaTonya Tucker	\$177.16
Ryan Hall	\$176.23
Cathy Thompson	\$174.74
Jim Read	\$173.75
Rachel Arenas	\$173.32
Lloyd Sorrell	\$171.90
Katrice Hunt	\$169.91
David Solomonov	\$169.89
Pamela Ladd	\$169.58
Alex Grakhov	\$166.89
Brendt Kehoe	\$166.61
Edward Clunk	\$162.11
Joseph Ngadi	\$161.82
Greg Prasker	\$160.80

### Total Bonuses Paid Out

**\$166,795.21**



# Reinstatement Bonus

## February Bonus Qualifiers

Balvino Cardoza	\$1,454.07	Ronald Rivera	\$127.25
Hank Gordon	\$1,285.60	Brian Roney	\$127.17
Julie Wells	\$847.99	John Collins	\$126.09
Rigoberto Pedroza	\$838.51	Daniel Hobson	\$120.99
Byron Paz	\$790.08	Juan Nieves	\$116.52
Alla Alexander	\$778.82	Charles Hawkins	\$116.03
David Jackson	\$767.86	Joshua Lieberman	\$113.21
Anna Vaculikova	\$716.32	Lori Yeilding	\$110.62
Sami Mogannam	\$681.05	Scott Remmey	\$108.00
Darren B. Johnson	\$503.24	David Smith	\$107.83
Bruce Goudy	\$375.75	Ryan Tucker	\$107.30
Nabil Spaahi	\$374.53	George Sargentini	\$104.15
Michael Adeshewo	\$363.94	Brian Schreiter	\$104.10
Lorena Barriere	\$361.66	Federico Watkins	\$104.04
Yvonne Hernandez	\$361.01	Timothy Dawe	\$103.67
William Kidder	\$345.59	Albert Corriveau	\$92.39
Earnest Loveless	\$319.57	Jennifer Vela	\$90.23
David Faraway	\$299.00	Andrea Powell	\$89.07
Madlyn Woodyard	\$283.19	Joaquin Santos	\$86.99
Katherine Fallon	\$263.00	Kenneth Madden	\$77.99
Herman Libman	\$246.14	Sharmanda Gawel	\$77.52
Carmen Sanchez-Ramirez	\$234.00	Aimee Molinaro	\$77.50
Carl Latacz	\$223.65	Phillip Humbel	\$74.40
Max Quasem	\$222.70	Douglas Zigby	\$72.95
Martha Souto	\$214.84	Joseph Owens	\$66.60
Scott Kuhlen	\$209.41	Daven Herмосura	\$64.98
Adam Fogelmann	\$207.42	Edward Hanna	\$61.14
Diana McNair	\$204.70	Carlo Bonifazi	\$60.00
Christina Johnson	\$203.96	Frances Williams	\$56.01
Christopher Kirk	\$182.00	Karen McQuoid	\$52.01
Greg Stewart	\$179.02	Adam Herman	\$51.51
Adriann Morales	\$172.45	Derek Tam	\$46.50
Theodore Greer	\$158.42	Angel Sanchez	\$39.00
Harjeet Rana	\$158.25	Earle Harris	\$38.99
Mark Hartelius	\$156.78	Norman Reitz	\$36.29
Shara Valadez	\$156.60	Angela Schmitz	\$33.00
Kathy Mann	\$156.00	David Ackerman	\$32.00
Robert Bingham	\$155.16	Ray Sharples	\$29.01
Richard Kruiger	\$144.78	Thomas Soloweyko	\$27.87
Larry Turk	\$133.47		
Petko Petkov	\$133.02		
Donald Orban	\$131.36		
Ryan Clarke	\$130.02		
Bedis Kilani	\$129.82		

**Total**     **\$19,385.55**

# Retention Bonus

QUALIFIER	BONUS*	QUALIFIER	BONUS*	QUALIFIER	BONUS*	QUALIFIER	BONUS*
Steven Stensrud	\$5,517.57	Marissa Pascual	\$1,696.48	Patrick Parisi	\$1,210.69	Kim Burton	\$821.92
Max Quasem	\$4,031.86	James Schneider	\$1,688.03	Natalie Soboleva	\$1,201.49	Lynn Krohn	\$821.00
Jose Lopes	\$3,939.26	Charles Riggs	\$1,681.42	David Garrett	\$1,194.67	Akwasi Appiah	\$814.57
Daniel Potilechio	\$3,560.59	Beth Snow	\$1,680.04	Joseph Simon	\$1,193.85	Thomas Soloweyko	\$814.37
Stephen Wall	\$3,331.44	Chad Mulchand	\$1,673.72	Arnold Iacoviello	\$1,190.79	Brian Tulowiecki	\$814.32
Samantha Chui	\$3,262.93	Richard Flores	\$1,671.02	Yvonne Hernandez	\$1,182.52	Bradley Kincaid	\$812.84
Theresa Bellajaro	\$3,231.41	Richard Gilson	\$1,660.56	Rigoberto Pedroza	\$1,181.66	Sherri Brendle	\$811.27
Allan Munro	\$3,120.77	Sarah Sweeney	\$1,645.70	Theodore Greer	\$1,175.74	Scott Kuhlen	\$810.38
Benjamin Mancillas	\$2,952.30	Marcandre Boudreau	\$1,645.59	Leonard Muhammad	\$1,175.07	Lita Lameko	\$809.44
Scott Remmey	\$2,811.77	Ryan Grant	\$1,645.14	Christopher Roller	\$1,133.15	Noel Ables	\$807.62
Allan Gilbert	\$2,770.83	Ray Sharples	\$1,635.23	Timothy Nolan	\$1,110.70	Cindy Craven	\$807.00
Ruben Soberanes	\$2,761.27	William Rose	\$1,616.44	Denise Batts	\$1,097.09	John Mureddu	\$806.76
Maria Esposito	\$2,727.63	Jon Davis	\$1,615.89	Ryan Vopat	\$1,091.42	Cleveland Williams	\$803.84
Derek Sandilands	\$2,692.58	Patricia Longenecker	\$1,609.64	Christina Johnson	\$1,089.99	Aimee Molinaro	\$803.21
Shoshannah Brenner	\$2,658.19	Valerie Capano	\$1,600.97	Michael McIntosh	\$1,080.70	Trisha Shepherd	\$802.60
Omar Hashimi	\$2,655.39	Tami Jensen	\$1,599.19	Alberto Alcalá	\$1,077.49	Crystal Furman	\$800.83
Michael Pappas	\$2,608.01	Scott Fenton	\$1,594.13	Edward McCrea	\$1,071.52	Yevgeniy Kashkin	\$799.65
Willie Hayden	\$2,566.71	Kouassi Appiah	\$1,578.44	Julieann Sagatu	\$1,069.98	David Solomonov	\$784.42
Bryan Millar	\$2,550.44	Michael Boyer	\$1,574.04	Matthew Gonzales	\$1,061.76	Bill Hayer	\$782.46
Byron Paz	\$2,520.52	Timothy Dawe	\$1,569.02	Jackie Alston	\$1,055.46	Brandon Corkins	\$781.31
Matthew Wolfanger	\$2,515.27	Thomas Craig	\$1,567.14	Dean Bauman	\$1,045.29	John Agnew	\$760.15
Marinela Achim	\$2,505.15	Larry Malitz	\$1,554.57	Matthew Bruno	\$1,044.13	Levar Morgan	\$757.20
Michael Dupree	\$2,470.60	Derek Birch	\$1,547.16	James Brenneis	\$1,043.56	Kyle Chuang	\$744.48
Helen Taylor	\$2,385.55	Glyn Hurst	\$1,546.61	David Melcher	\$1,040.98	Matthew Kernan	\$731.39
Djenabou Diallo	\$2,354.53	Lori Simpson	\$1,535.57	Karen Stockwell	\$1,032.83	Dennis Titcombe	\$729.29
Shannon Hernandez	\$2,345.87	Devin Phillips	\$1,534.89	Mark Kearney	\$1,031.62	Irene Canavan	\$682.80
Sidney Hodgskiss	\$2,336.01	Samuel Mishaan	\$1,524.15	Felli Malia	\$1,027.98	Justine Limber-Sapanski	\$679.73
Rickie Sasser	\$2,323.07	Ernest Loveless	\$1,521.60	Gwendolyn Brailsford-Cato	\$1,026.56	Rae Duvauchelle	\$662.61
Christian Janke	\$2,302.44	Kelly McDonald	\$1,521.08	Carmen Sanchez-Ramirez	\$1,019.44	Marcelle Griffith	\$656.47
David Farraway	\$2,288.28	Adam Michaud	\$1,513.69	Barbara Stillwell	\$1,017.98	John Horton	\$654.05
Edwin Menzies	\$2,263.77	Timothy Cruise	\$1,494.34	Charles Vance	\$1,011.74	Bradley Ellison	\$652.91
Timothy Clark	\$2,237.26	Richard Carter	\$1,489.50	Frank Soldo	\$1,008.14	Jennifer Teson	\$651.80
Jack Eichelberger	\$2,208.08	Alan Rosen	\$1,476.83	Stephen Bendure	\$1,005.23	Kenneth Kelly	\$639.98
Nadia King	\$2,196.27	Matt Pflueger	\$1,469.49	Paul Sandroni	\$1,000.31	Andres Diaz	\$637.88
Herivelto Pereira	\$2,187.87	Mary Attie	\$1,468.72	Lynda Williams	\$999.26	Philip Anderson	\$632.05
Henry Yee	\$2,183.94	David Garbarskiy	\$1,461.15	Sharon Early	\$995.68	Sandi Babcock	\$631.83
Patricia Lee	\$2,167.88	Ronald Friedlander	\$1,457.76	Tatyan Chernysheva	\$995.00	Brent Eberts	\$630.54
David Jackson	\$2,161.65	Grant Wahlig	\$1,455.06	Darcie Matzer	\$994.08	Andrew McGaffey	\$628.74
Herbert Adams	\$2,156.34	Joey Kennedy	\$1,447.80	Teresa Varrette	\$990.58	Michael Polzer	\$628.06
Bradley Kampmeier	\$2,138.87	Anthony Accurso	\$1,443.20	Naera Pomare	\$983.24	Robert Webb	\$627.69
Troy Tripp	\$2,115.95	Peter Kaplanis	\$1,438.43	Rebecca Rushnok	\$967.46	Samuel Riley	\$623.19
Edward Hanna	\$2,107.26	Lloyd Sorrell	\$1,433.53	Adam Miller	\$964.83	Jessica Cottrell	\$622.42
Karen McQuoid	\$2,100.02	David Perry	\$1,422.84	Rudi Camenzind	\$942.55	Raymond Risucci	\$622.29
Mark Beckford	\$2,080.32	Ronald Trombetta	\$1,413.30	Yung Chow	\$932.74	Christopher Canada	\$618.05
Troy Plummer	\$2,079.28	Christopher Cafiero	\$1,410.51	Jessica Rounseville	\$930.02	Matthew Berry	\$617.14
Kathryn Chaisson	\$2,058.87	Jeffrey Gidlund	\$1,397.52	David Thornton	\$923.93	Nicholas Bromhal	\$616.76
Bianca Zaragoza	\$2,054.94	Adrian Jones	\$1,369.18	Christopher Campbell	\$922.45	James Allen	\$616.06
Rory Crockford	\$2,052.08	Matthew Cartwright	\$1,369.05	Jesse Nepywoda	\$909.95	Steve Diomataris	\$614.54
Douglas Zigby	\$2,049.97	Adam Kahn	\$1,361.78	Thomas Marcucci	\$902.75	Ryan Pfleger	\$613.53
Alex Bluhm	\$2,045.98	Robert Ulreich	\$1,360.79	Anne Humphreys	\$897.44	Alan Silverman	\$613.44
Leslie Frohsberg	\$1,995.49	Justin Germany	\$1,354.80	Elias Mendoza	\$890.77	Katherine Georgiou	\$612.57
Greg Stewart	\$1,987.80	Jasvir Cheema	\$1,350.59	Nick Podhradsky	\$888.22	Brandon Davis	\$608.35
Gregory Hayman	\$1,985.46	Christopher Carter	\$1,349.99	Anita Facundo	\$887.84	Democratris Pashalidis	\$607.80
Richard Greenberg	\$1,969.38	Patricia Williams	\$1,340.05	Marino Baca	\$883.99	James Gnew	\$607.47
Tasha Tucker	\$1,964.23	Michael Shallenberger	\$1,338.64	Josh Pearson	\$881.81	Shaun McDonald	\$604.93
Michael Perkins	\$1,962.01	Luis Espinosa	\$1,330.17	Sara Welch	\$877.72	Lamin Touray	\$604.12
Gabriel Feldmann	\$1,931.80	Russell Morris	\$1,321.98	Steven Ekechuku	\$876.47	Stuart Parnell	\$604.12
Olaf Johnson	\$1,926.64	Martha Souto	\$1,311.53	Mark Bleier	\$876.22	Edward Webb	\$599.69
Lorie Keller	\$1,921.90	Robert Kanaan	\$1,310.28	Madlyn Woodyard	\$874.07	Paramjit Sangha	\$593.23
Jesse Wise	\$1,905.14	Erickson Bencosme	\$1,310.41	Lorena Barriere	\$873.74	Christopher Hall	\$593.20
Brian Morse	\$1,895.74	Earle Harris	\$1,307.42	David Montgomery	\$869.70	Jhonny Ramirez	\$592.59
Benham Halali	\$1,882.37	Jinzhou Zhao	\$1,307.13	Jennifer Scalissi	\$869.40	Kristie Chavez	\$591.64
David Williams	\$1,882.25	Paul Samra	\$1,295.16	Joseph Gaieski	\$864.04	Todd O'Neill	\$591.21
Jeffrey Vandervorste	\$1,872.50	Amir Sedaghat	\$1,294.82	James Larkin	\$862.32	Candace Engelson	\$591.19
Tibor Simon	\$1,865.92	Lamine Diakhate	\$1,292.69	Donald Orban	\$858.53	Lori Yelding	\$590.53
Rob Dunn	\$1,857.45	Ronald Marx	\$1,286.16	Deborah Walsh	\$854.86	Nikki Woods	\$590.39
Matthew Watson	\$1,856.60	Daniel Jones	\$1,286.02	Terrance Clark	\$854.75	Natalia Kiraly	\$588.61
Brian Schreiter	\$1,854.45	Julie Arahamian	\$1,269.33	Daven Hermosura	\$847.32	Hashmat Saleh	\$586.54
Rosalie Zwicker	\$1,845.79	Sean Lacroix	\$1,268.85	Santosha Larry	\$846.82	Zulfikar Bhukera	\$585.39
Marco Chow	\$1,842.48	Kevin Wilson	\$1,263.17	Donald Christie	\$846.24	Stephanie Gaeta	\$584.84
Aleki Wright	\$1,838.35	Beau Vastine	\$1,262.60	Allison Bourgeois	\$846.04	Peter Pedersen	\$584.51
Tony Motley	\$1,820.21	Samuel Cartner	\$1,262.46	Manuel Padilla	\$845.36	Richard Walsh	\$584.10
Daniel Phares	\$1,818.84	Lorenzo Lameko	\$1,260.49	Joseph Szygiel	\$840.34	Travis Eick	\$583.09
Crystal Reeves	\$1,817.49	Alex Gonzales	\$1,257.90	Karen Brown	\$837.68	Denise Cotto	\$580.55
Ashlynn Orng	\$1,800.32	Velvet Rhymer	\$1,247.44	Sharane Nelson	\$837.48	Ronald Imhof	\$580.05
Ryan Clarke	\$1,779.13	Antoinette Yellock	\$1,246.02	Wayne Fader	\$833.55	William Law	\$579.93
Bonnie Williams	\$1,753.36	Jayson Poclus	\$1,239.85	Frank Segalotto	\$833.18	Kevin Coleman	\$579.61
Richard LePore	\$1,739.21	David Williams	\$1,239.04	Daniel Orr	\$833.18	Adrian Collier	\$578.81
Curt Snow	\$1,721.24	Christopher Haacke	\$1,231.93	Robert Rossiter	\$831.36	Marcus Howard	\$576.47
Amit Garg	\$1,720.42	Herman Libman	\$1,229.16	Jack Deyne	\$829.34	Cory Miller	\$574.92
Cheryl McLean	\$1,718.38	Benjamin VanFossen	\$1,229.08	Tina Duke	\$827.36	Michael Greer	\$574.12
Arthur Westergren	\$1,713.07	Ryan Hall	\$1,223.72	Gabriel Santos	\$826.56	Kenneth Parsell	\$573.28
Lee Jeffers	\$1,708.28	Marcus Bautista	\$1,216.97	Blake Higuchi	\$825.55	Earl Strong	\$573.08
Ran Tian	\$1,703.25	Norman SW Lew	\$1,215.88	Jeffrey Canning	\$824.40	Julian Jasper	\$571.89

# Retention Bonus

QUALIFIER	BONUS*
Jeffrey DiMedio	\$570.94
Demetrius Carroll	\$569.60
Pablo Garcia	\$568.93
Cassius Caron	\$568.57
Patrick Larson	\$566.94
Frank Jendusa	\$566.65
Michael Huber	\$566.02
Christopher Williams	\$563.72
Malisa Hinderliter	\$562.21
Danilo Gomez	\$561.46
Michael Vogel	\$560.94
Kristy Mamula	\$560.75
Jason Mayer	\$512.74
Cynthia Sittig	\$507.67
Vanessa Kanaan	\$500.66
Anthony Mele	\$495.84
Meneluo Perakis	\$486.29
Jeremy Welch	\$471.13
Paul Vojtek	\$463.44
Dan Reljin	\$459.46
Preston Foster	\$455.15
Raymond Zakovich	\$454.55
Curtis Proebstel	\$418.72
Brandon Pleasant	\$417.43
Callie Mashburn	\$417.00
Georginia Haymond	\$415.25
Caleb Emerich	\$413.93
Fatten Alramahi	\$413.17
Nicholl Bautochka	\$412.00
Curtis Bechtle	\$410.72
Daniel Cucuteanu	\$410.29
Iraeus Law	\$409.58
Jamie Christopher	\$408.13
Joshua Lieberman	\$407.80
James Dunn	\$407.55
Timothy Krueger	\$407.42
Frederik Moerdyk	\$406.56
Roderick Nelson	\$406.31
Linda O'Donnell	\$404.54
Jonathan Short	\$403.11
Adam Franz	\$402.60
Derek Nielsen	\$402.08
Martin Nyhuis	\$401.33
John Baatz	\$399.67
Peggy Bryant	\$397.25
Anthony Ostuni	\$396.58
Tanya Glosser	\$395.70
Kyle Capiga	\$395.35
Brock Graff	\$395.20
Andre Nilsson-Hugo	\$394.47
Frances Williams	\$393.74
Olivia Godoy	\$393.42
Susan Olson	\$392.85
Shamecka Nelson	\$392.76
Erin Moyer	\$391.93
Tierra Bullock	\$390.75
Andrea Leighton	\$365.81
Michael Brunson	\$338.32
Carlos Ramos	\$324.05
Richard Juhasz	\$323.81
William Williams	\$323.56
Nicole Cooper	\$322.27
Carolyn Scott	\$319.34
Jennifer Stack	\$317.91
Catalin Panaite	\$317.30
Christian Jensen	\$313.73
Dustin Dunbar	\$312.02
Monica Pounds	\$311.59
Douglas Sylvester	\$311.51
Molly Church	\$311.35
Annette Costin	\$311.19
Dekpah Gueh	\$310.09
Mark Seidel	\$308.57
Kenroy O'Connor	\$308.40
Aaron Haskins	\$307.11
Mario Chavez	\$306.57

QUALIFIER	BONUS*
Charles Snyder	\$306.09
Alanna Saddler	\$306.03
Adam Hicks	\$304.18
Laura Bourdage	\$303.67
Michael Sacco	\$303.49
Stephanie Standen	\$302.44
Kenneth Klein	\$302.13
Hasheim Jones	\$302.10
Michael Jones	\$301.79
Sean O'Hara	\$301.74
Jocelyn Higa	\$300.43
Jeffrey Bickel	\$299.20
Michael Marion	\$298.64
Jose Valles	\$296.95
Nicholas Horting	\$296.62
Lee Hostetter	\$295.98
Rajiv Pankhania	\$295.97
Eli Goldberg	\$295.86
Timothy Penfield	\$295.43
Jeffrey Riess	\$294.94
Nanakwabena Ntemmeh	\$292.01
Donald Merritt	\$290.97
Juan Resendez	\$290.85
Jared Stauffer	\$290.78
Amelia Adams	\$290.49
Gerry Ervin	\$288.98
Glenn Deasey	\$287.93
John Elgert	\$287.86
Darren Kwong	\$287.48
Brett Barnes	\$286.61
Zareen Mehmud	\$282.89
Rosauro Calupitan	\$282.88
Robert McDonald	\$282.83
Andrea Rodriguez	\$282.09
Justin Ferrell	\$282.04
Mike Villarreal	\$281.45
Kate Farrell	\$281.00
Christopher Pless	\$275.87
Justin Witte	\$275.00
Christopher Wakefield	\$274.58
Dorothy Gilbert	\$273.22
Danielle Cochran	\$272.27
Matthew Glisson	\$268.98
Bradly Larsen	\$268.39
Lawrence Nadan	\$265.68
Jonathan Winesett	\$265.13
Shane Thomas	\$263.36
Orlando Jones	\$262.64
David Belk	\$262.51
Denise Veal	\$261.47
Lauren Sims	\$261.42
William Wright	\$259.82
Donna Wright	\$258.23
Paula Martin	\$257.75
John Charlton	\$257.32
Jarrett Brown	\$257.32
Arthur Coreth	\$255.88
James Udell	\$255.33
Steven Rogers	\$254.35
Aaron Burke	\$254.27
William Cook	\$253.41
Robert Brannan	\$252.29
Nicheryl Cage	\$250.69
Robin Andersen	\$250.06
Marvin Schoenherr	\$223.22
Jason Green	\$199.97
Richard Conklen	\$198.43
Rachella Dobson	\$198.28
Kimberly Texier	\$197.85
Beth Lambert	\$196.85
Christopher Strakal	\$196.44
Marco Castellanos	\$193.52
Patricia McIntosh	\$189.31
Ralph Haddad	\$189.26
Sheila Holmes	\$188.90
Angel Chavez	\$187.07

QUALIFIER	BONUS*
John Fant	\$186.48
Dale Meyer	\$186.18
Tracy Wooten	\$184.39
Richard Spring	\$183.08
Kimberly Cornell	\$182.89
Devin Morin	\$182.84
John Canales	\$179.39
Kim Brandon	\$177.26
Daniel Hobson	\$177.18
Kingley Vibert	\$177.16
Justin Harmon	\$176.23
Sylvia Seats	\$175.63
Arjai Jackson	\$174.74
Brian Bowyer	\$173.75
Isaac Buchanan	\$173.32
Alexis Nieves	\$172.72
Dustin Swanlund	\$171.90
Christopher Watkins	\$171.64
Robert DePrater	\$171.08
Torey Mayfield	\$169.91
Kathleen Logsdon	\$169.91
Rajesh Patel	\$169.89
Annmari Adams	\$169.58
Che Zong	\$167.90
Christina Barton	\$166.89
Ralph Feeney	\$166.61
Michael Garrett	\$166.53
Kyle Spade	\$166.48
James May	\$165.03
James Kerekes	\$162.11
Vrajesh Parikh	\$161.82
Jocelyn Noperi	\$161.82
Joshua Harrington	\$161.70
Rayon Mullings	\$160.80

<b>Total Bonus Paid Out</b> <b>\$506,726.75</b>
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